

# Federal Medical Center Devens, Massachusetts



## PREDOCTORAL PSYCHOLOGY INTERNSHIP BROCHURE

2014-2015

*Fully accredited by the American Psychological Association*

*Member, Association of Psychology Postdoctoral and Internship Centers*

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## **OVERVIEW OF FMC DEVENS AND THE INMATE POPULATION**

FMC Devens is one of over 100 institutions in the Federal Bureau of Prisons (BOP), an agency that houses more than 200,000 inmates nationwide. The institution is one of only six federal medical centers in the BOP, so our facility receives a large number of psychiatric and medical referrals from other BOP institutions.

FMC Devens, which has a staff of over 400, took its first inmates in January 1999 and has been expanding in population and scope of services ever since. The institution currently has a capacity of over 1,000 inmates. The Mental Health Unit, which houses inmates with both chronic and acute psychiatric problems, consists of two locked and two unlocked units. In addition to sentenced inmates referred to this institution for mental health treatment, the Mental Health Unit also houses defendants who are referred by the courts for forensic evaluation. These pretrial defendants are assessed to determine competency to stand trial, mental state at the time of their offense, or other issues as requested by the courts. The Mental Health Unit also houses inmates civilly committed by the courts as mentally ill and dangerous.

Inmates with chronic medical conditions, such as renal failure, HIV, paralysis, and cancer, are housed and treated at FMC Devens. While most inmates with medical problems are housed in outpatient units, the institution also houses a small inpatient medical population. The institution has its own dialysis treatment area. FMC Devens was the first BOP facility to provide donor transplant services, and the program serves as a model for other facilities. FMC Devens is Joint Commission accredited in three areas: ambulatory care, long-term care, and behavioral health.

Because of unique programming offered at FMC Devens, sex offenders make up approximately 40% of our inmate population. Inmates with a history of sexual offending at this institution are automatically enrolled in the Sex Offender Management Program (SOMP), a mandatory program assignment for sex offenders who do not volunteer, or are otherwise ineligible, for the residential treatment program here. The SOMP is designed to evaluate risk of sexual re-offense and associated management needs, and to provide and/or recommend appropriate management services during incarceration and upon release to the community. Our other sex offender-specific program is the residential Sex Offender Treatment Program (SOTP-R). The SOTP-R is a voluntary, intensive, residential therapeutic program for higher risk male sex offenders serving time in the Bureau of Prisons. This program, the only SOTP-R (where all enrolled inmates live on the same unit) in the BOP, employs a wide range of cognitive-behavioral and relapse prevention techniques to treat and manage sexual offenders.

In addition to inmates referred for mental health, medical, or sex offender evaluation or treatment, FMC Devens houses a number of general population inmates who do not have such specialized treatment needs. Programming is also available for these inmates. General population inmates may participate in individual and group therapy and self-help programs. In addition, for the substantial number of inmates who have substance abuse problems, FMC Devens offers comprehensive drug treatment programs, including drug education classes and a Non-Residential Drug Abuse Program (NR-DAP).

## **PSYCHOLOGY SERVICES**

The Psychology Services Department at FMC Devens currently consists of 17 doctoral-level psychologists, 5 masters-level clinicians, 2 postdoctoral fellows, 3 psychology interns, a psychology technician, and two secretaries. We also typically train three practicum students each year during the traditional school year. The Psychology Department is responsible for, among other things, the Drug Abuse Program, the Sex Offender Management and Treatment Programs, the Forensic Evaluation Service, the Suicide Prevention Program, and the Employee Assistance Program. Furthermore, psychologists play a vital role in assisting institution crisis teams, such as the Hostage Negotiation Team and the Crisis Support Team. Psychology staff members provide individual and group psychotherapy to inmates, conduct suicide risk assessments, intervene in crisis situations, consult with other staff members, and conduct pre-employment interviews.

At FMC Devens, the Psychology Department is housed in its own area with an ample supply of office space. Staff members working in the Sex Offender Treatment Program have offices in G Unit, where the residential treatment unit is located. The Psychology Department has three secretaries/administrative support staff (one of whom works solely for sex offender programming needs) who are available to interns as well as to other members of the department. Each member of the Psychology Department has his or her own office, a computer, and access to various computer programs such as Groupwise for e-mail access, the Psychology Data System for electronic documentation of client and group session data, and Microsoft Office products.

Interns have their own offices and computers, as well as access to the computer programs mentioned above. Also, interns can use the Psychology fax machine and photocopier. Additionally, the department has two conference rooms where didactic presentations and staff meetings are held. There is a professional library in the conference room.

Following is a list and description of the psychologists currently working at FMC Devens:

### **Paul Anderson, Psy.D., ABPP – Chief Psychologist**

Dr. Anderson received his doctorate in Clinical Psychology from Indiana University of Pennsylvania in 1996. He completed a predoctoral internship at the Federal Correctional Institution in Morgantown, West Virginia, and completed his postdoctoral training in Correctional Psychology for the state of New Hampshire. Prior to coming to FMC Devens, he worked at a psychiatric inpatient unit and for a community mental health agency. His interests include clinical supervision, treatment of personality disorders, and an integrative approach to psychotherapy. He was the Director of Clinical Training at this site from 2000 until becoming Chief Psychologist in 2006. Dr. Anderson is licensed in Massachusetts.

### **Amy Beaulieu, Psy.D. – Mental Health Unit Psychologist**

Dr. Beaulieu graduated from the Massachusetts School of Professional Psychology in Boston, Massachusetts, in 2008 with a Psy.D. in Clinical Psychology and a Specialty Certificate in Forensic Psychology. She completed her predoctoral internship (2007- 2008) and postdoctoral fellowship (2008- 2009) at The University of Connecticut—Correctional Managed Health Care, working in various prison settings. Dr. Beaulieu continued to work with

Correctional Managed Health Care until August 2011 when she was hired with the Bureau of Prisons. Dr. Beaulieu is currently a Mental Health Unit Psychologist at FMC Devens. She also maintains a part-time private practice in the central Massachusetts area. Her interests include addressing the needs of military and law enforcement personnel, treating the severely and persistently mentally ill, group treatment and clinical supervision. She is licensed in both Massachusetts and Connecticut.

**Mark Brooks, Ph.D., ABPP – Mental Health Unit Psychologist**

Dr. Brooks received his doctorate in Clinical Psychology from Arizona State University in 1989. He completed a predoctoral internship and postdoctoral fellowship in sexual abuse treatment at Baylor College of Medicine. Prior to joining the BOP, Dr. Brooks worked at Atascadero State Hospital in California, where he provided therapy to sex offenders and conducted competency, insanity, and psychopathy evaluations. He also provided psychotherapy to juveniles and conducted forensic evaluations in the community. His interests include forensic evaluations and sex offender evaluations. Dr. Brooks is licensed in New York and is board certified in Forensic Psychology.

**Shawn Channell, Ph.D., ABPP – Forensic Psychologist**

Dr. Channell graduated from Western Michigan University with a Ph.D. in Clinical Psychology in 1999. He completed his predoctoral internship at the Federal Medical Center in Rochester, Minnesota. Prior to transferring to FMC Devens in 2005, he worked at the Metropolitan Correctional Center in San Diego, California, and the Federal Correctional Institution in Waseca, Minnesota. In addition to his duties as a Forensic Psychologist, Dr. Channell also chairs the FMC Devens Risk Assessment Panel. His interests include law and mental health, psychological assessment, malingering, and risk assessment of violence. Dr. Channell is licensed in Massachusetts and is board certified in Forensic Psychology.

**Monica Haynick, Psy.D. – Mental Health Care Level 3 Psychologist**

Dr. Haynick earned her Psy.D. in Clinical Psychology from Nova Southeastern University in 2011. She completed a predoctoral internship and postdoctoral residency at a maximum security forensic treatment facility in Florida where she conducted forensic evaluations. She has provided training for law enforcement crisis intervention teams and tactical teams. She has also presented at conferences on research related to crisis intervention for individuals with mental illnesses population. Her additional experiences include conducting neuropsychological evaluations at the Neuropsychology Assessment Center at Nova Southeastern University, providing therapy to law enforcement officers and their families at the Miami-Dade Police Department Psychological Services Center, and completing assessments and therapeutic intervention related to domestic violence at the Family Violence Program in Fort Lauderdale, Florida. In 2013, Dr. Haynick joined FMC Devens as a Mental Health Care Level 3 Psychologist. Her primary interests are crisis intervention, forensic evaluations, and psychological assessments.

**Miriam Kissin, Psy.D. – Forensic Psychologist**

Dr. Kissin graduated from Antioch University at New England in 2006 with a Psy.D. in Clinical Psychology. She completed her forensic track predoctoral internship at New York University Medical Center/Bellevue Hospital in New York City and a forensic postdoctoral fellowship at the Law and Psychiatry Program at the University of Massachusetts Medical School in

Worcester, Massachusetts. She then worked for two years at the Worcester County Adult Court Clinic as a Designated Forensic Psychologist providing court-ordered statutory evaluations. She joined FMC Devens as a Forensic Psychologist in 2009. Her areas of interest include socio-contextual factors related to violence risk assessment and personality disorders in the forensic population. Dr. Kissin is licensed in Massachusetts.

**Bruce Loding, Ph.D. – Sex Offender Program Psychologist**

Dr. Loding graduated from Clark University in 2006 with a Ph.D. in Clinical Psychology. He completed a predoctoral internship at Community HealthLink Youth and Family Services in Worcester, Massachusetts. He completed a postdoctoral fellowship at FMC Devens in the Sex Offender Management Program. Prior to joining the Federal Bureau of Prisons in 2006, Dr. Loding worked for seven years as a therapist in a residential sex offender treatment program for juveniles. His interests include psychological testing, sex offender assessment, and sex offender treatment. Dr. Loding is licensed in Massachusetts.

**Amanda McGorty, Ph.D. – Sex Offender Program Psychologist**

Dr. McGorty graduated from Sam Houston State University in Huntsville, Texas in 2011 with a Ph.D. in Clinical Psychology and a concentration in Forensic Psychology. She completed her predoctoral internship at FMC Devens in 2011 and then completed a postdoctoral fellowship at FMC Devens in the Sex Offender Management Program. In October 2012, she obtained the position of Sex Offender Program Psychologist. Her interests include static and dynamic risk factors for both general and sexual recidivism, group treatment of sex offenders, and the application of research findings into clinical practice.

**Drew J. Miller, Ph.D. – Sex Offender Program Psychologist**

Dr. Miller graduated from Purdue University in West Lafayette, Indiana in 2011 with a Ph.D. in Clinical Psychology. He completed his predoctoral internship at FMC Rochester in 2011 and completed a postdoctoral fellowship in forensic psychology at Minnesota State Operated Forensic Services in St. Peter, Minnesota in 2012. Following his postdoctoral fellowship, Dr. Miller briefly worked for the Commonwealth of Massachusetts doing forensic assessments on juvenile offenders. In December 2012, he joined FMC Devens as a Sex Offender Program Psychologist. His clinical interests include personality and risk assessment, group therapy, and clinical training. His research interests include studying externalizing psychopathology across the life course using dimensional models of personality. Dr. Miller is licensed in Massachusetts.

**Lindsay K. Olden, Psy.D. – Mental Health Unit Psychologist**

Dr. Olden graduated from Antioch University at New England in Keene, New Hampshire, with a Psy.D. in Clinical Psychology in 2007. She completed her predoctoral internship through the Dutchess County Department of Mental Hygiene in Poughkeepsie, New York. Following internship, she worked for the Office of Mental Health within the New York State Department of Corrections as the Residential Crisis Treatment Program Coordinator, Intern Supervisor, and Behavioral Health Unit Psychologist. In 2009, she joined the BOP at FMC Devens as a Mental Health Unit Psychologist. Her interests include forensic psychology, neuropsychology, psychological testing, and crisis intervention. Dr. Olden is licensed in New York and Massachusetts.

**Marilyn Park, Psy.D. – Drug Abuse Program Coordinator**

Dr. Park earned her doctorate degree in Clinical Psychology, specializing in forensics and assessments, at the University of Denver in 2005. She completed her predoctoral internship training at the Federal Medical Center in Devens, Massachusetts. Dr. Park began her career in the BOP in September 2005 as a Staff Psychologist at the Federal Correctional Institution in Phoenix. In December 2012, Dr. Park obtained a position as the Drug Abuse Program Coordinator (DAPC) at the Federal Medical Center in Devens, Massachusetts. Currently as the DAPC, she is responsible for coordinating drug treatment programs, including the Non-Residential Drug Abuse Program, drug education classes, and qualification for the Residential Drug Abuse Program. Her professional interests include drug treatment and multicultural, diversity, and anti-racism training in professional psychology. Dr. Park is licensed in Illinois.

**Cheryl A. Renaud, Ph.D. – Sex Offender Management Program and Sex Offender Treatment Program Coordinator**

Dr. Renaud graduated from the University of New Brunswick, New Brunswick, Canada, in 2000, with a Ph.D. in Clinical Psychology. She completed her predoctoral internship at FMC Rochester, Minnesota. She then worked for three years as a staff psychologist in the Sex Offender Treatment Program at FCI Butner, North Carolina. She transferred to FMC Devens in 2003, to design, implement, and coordinate the BOP's first comprehensive Sex Offender Management Program. In August of 2007, she was also made the Sex Offender Treatment Program Coordinator, tasked with developing and coordinating that program as well. Prior to joining the BOP, she worked with sex offenders incarcerated in Correctional Services Canada, and in community settings. Dr. Renaud has published several peer-reviewed articles on various aspects of human sexuality and continues to be involved in research on sexual violence.

**Diana Schoeller, Psy.D. – Internship Program Coordinator/Staff Psychologist**

Dr. Schoeller graduated from the Massachusetts School of Professional Psychology in Boston, Massachusetts, in 2007 with a Psy.D. in Clinical Psychology and a Specialty Certificate in Forensic Psychology. She completed her predoctoral internship at FMC Devens in 2007 and then obtained a postdoctoral fellowship position in the Sex Offender Management Program. In January 2008, she became a Sex Offender Program Psychologist. In August 2010, she transitioned into her new position as Internship Program Coordinator. Her interests include sexual recidivism, forensic assessment of sexual offenders, group treatment of sex offenders, and supervision. She is licensed in Massachusetts.

**Chad Tillbrook, Ph.D. – Forensic Psychologist**

Dr. Tillbrook graduated from the University of Alabama in 2000 with a Ph.D. in Clinical Psychology with a Concentration in Psychology and Law. He completed his predoctoral internship at New York University School of Medicine and Bellevue Hospital in 2000, and then completed the forensic psychology postdoctoral fellowship at the University of Massachusetts Medical School in 2001. For approximately 10 years, he was an Assistant Professor of Psychiatry in the Law and Psychiatry Program at the University of Massachusetts Medical School and forensic psychologist at Worcester State Hospital. In July 2011, he was hired at FMC Devens as forensic psychologist. He was licensed as a psychologist in Massachusetts in 2003. Dr. Tillbrook's primary interests are criminal competencies,

malingering, and risk assessment. He has presented and written articles and book chapters on a variety of topics related to these research interests. Most notably, he is a co-author of the *Evaluation of Competency to Stand Trial-Revised* (2004).

**Olga Wartenberg-Chiang, Psy.D. – Sex Offender Program Psychologist**

Dr. Wartenberg-Chiang graduated from the University of Denver, Colorado in 2009 with an M.A. in Forensic Psychology in 2005. She completed her predoctoral internship at the University of Denver Internship Consortium where her primary rotation was working with probation and parole sexual offenders. She subsequently completed a postdoctoral fellowship with the Missouri Department of Mental Health – Sex Offender Rehabilitation and Treatment Services working with civilly committed sexually violent offenders. She began working at FMC Devens in April 2011. Her interests include forensic and personality assessment, in particular sexual offender evaluations, risk assessment, and group therapy. She is licensed in Colorado.

**Robin Watkins, Ph.D. – Mental Health Unit Psychologist**

Dr. Watkins earned her Ph.D. in Clinical Psychology from Northern Illinois University in 2004. She completed a pre-doctoral internship in the Bureau of Prisons at the Federal Medical Center in Lexington, Kentucky in 2004. Prior to returning to the BOP, she worked for approximately seven years for the 16<sup>th</sup> Judicial Circuit Court in Illinois, where she primarily conducted forensic, violence risk, and sex offender evaluations. She also maintained a private practice where she provided therapy, forensic evaluations, school threat assessments, and police pre-employment and fitness for duty evaluations. She taught as an adjunct professor in clinical and forensic psychology courses in the Chicago area. In 2011, she was hired at FMC Devens as a Mental Health Unit Psychologist. She is licensed in Illinois. Dr. Watkins' primary interests are forensic evaluation, violence risk and threat assessment, and suicide risk assessment. She has published journal articles and presented at conferences on research related to suicide risk factors.

In addition to these permanent staff positions, Psychology Services has two postdoctoral fellows who are assigned to the Sex Offender Treatment and Management Programs. The fellows contribute to the internship program by presenting didactics, co-leading therapy groups, and providing collateral supervision and mentoring to the interns.

## PSYCHOLOGY INTERNSHIP PROGRAM

**Accreditation.** The internship program at FMC Devens formally began with the arrival of the 2000-2001 intern class. All of our interns have been matched with our program through the Association of Psychology Postdoctoral and Internship Centers (APPIC) match process. We became members of APPIC in May 2001 and maintain our membership status. Our program has been accredited by the American Psychological Association (APA) since March 2003. Our most recent site visit was in 2007 and resulted in the continued accreditation of our program. The address and telephone number of APA's Commission on Accreditation is:

750 First Street, NE  
Washington, D.C. 20002-4242  
(202) 336-5979  
(202) 336-6123 TDD

**Training Model and Goal.** The overall goal of the predoctoral internship program is to produce entry-level professional psychologists who can also function competently in a correctional environment. Our belief is that this is most effectively accomplished by emphasizing direct service experiences. As a result, the training model adopted for the FMC Devens internship program is the Practitioner-Scholar model. The objectives of the internship experience at FMC Devens are competency in the following areas: Assessment and Diagnosis, Effective Intervention, Interdisciplinary Communication and Consultation, Ethics and Professional Development, Scholarly Inquiry, Cultural Sensitivity, Management and Administration of Psychological Services. Through the combination of direct care, individual and group supervision, didactic presentations, and assigned readings, interns will gain knowledge and skills in the above-listed areas within a correctional environment.

Interns complete at least 1,792 hours of training at FMC Devens (after an earned two weeks of paid vacation time and paid federal holidays). The program is designed to be a 12-month experience for all interns. Consistent with the Practitioner-Scholar model, the majority of training here is experience-based. Generally, training experiences proceed in a step-wise manner. At the beginning of the training year, interns primarily observe supervisors' work and provide services jointly with a supervisor. However, as interns feel more comfortable and display increased competence, they are able to work more independently. Also, during each rotation, interns work toward more autonomous practice as the rotation progresses.

Interns learn experientially by providing a variety of psychological services to several subsets of inmates throughout the training year and directly working with other staff in other disciplines within this correctional environment. Although the inmate population consists entirely of incarcerated adult males, there are several distinct facets of that population, all of which require specific skills and knowledge. Furthermore, the inmate population is very diverse in terms of ethnicity, culture, age, religion, education, and socioeconomic status. Interns at FMC Devens complete rotations that specifically emphasize the unique client populations housed at this institution.

**Rotations.** Interns train in all five areas of the Psychology Services Department: General Population/Long-Term Individual Therapy, Drug Abuse Programming, Sex Offender Programming, Treatment of Severe and Persistent Mental Illness, and Forensic Evaluation. The General Population/Long-Term Individual Therapy training occurs throughout the training year. Simultaneously, the training year is split into thirds, called “rotations,” during which time interns learn about the other four areas of the department. Note that the year is split into thirds, but interns learn about all FOUR other areas of the department. This is accomplished by interns choosing two of the four areas (i.e., Forensic Evaluation and Sex Offender Programming) to do “full-time” (one at a time for a whole rotation) and two areas (i.e., Drug Abuse Programming and Treatment of Severe and Persistent Mental Illness) to do “part-time” (interns do these two “part-time” rotations during the same training period).

The table below is a sample rotation schedule.

	<b>Rotation 1:</b> September 12, 2011- January 6, 2012	<b>Rotation 2:</b> January 9, 2012 – April 27, 2012	<b>Rotation 3:</b> April 30, 2012 – August 24, 2012
<b>INTERN A</b>	SOMP/SOTP (FULL-TIME)	FORENSIC (FULL-TIME)	S/P MENTAL ILLNESS (HALF-TIME) DRUG ABUSE PROG. (HALF-TIME)
	Yearlong: Didactics, supervision of practicum student, “on-call” intern, intake screenings, Special Housing Unit rounds, crisis intervention, suicide risk assessments, long-term individual therapy, etc.		
<b>INTERN B</b>	S/P MENTAL ILLNESS (FULL-TIME)	SOMP/SOTP (HALF-TIME) DRUG ABUSE PROG. (HALF-TIME)	FORENSIC (FULL-TIME)
	Yearlong: Didactics, supervision of practicum student, “on-call” intern, intake screenings, Special Housing Unit rounds, crisis intervention, suicide risk assessments, long-term individual therapy, etc.		
<b>INTERN C</b>	FORENSIC (HALF-TIME) DRUG ABUSE PROG. (HALF-TIME)	S/P MENTAL ILLNESS (FULL-TIME)	SOMP/SOTP (FULL-TIME)
	Yearlong: Didactics, supervision of practicum student, “on-call” intern, intake screenings, Special Housing Unit rounds, crisis intervention, suicide risk assessments, long-term individual therapy, etc.		

Descriptions of the rotations follow:

### **Drug Abuse Programming**

The Drug Abuse Program rotation requires interns to co-facilitate one Non-Residential Drug Abuse group, co-facilitate one Drug Education Group, and conduct eligibility interviews for the Residential Drug Abuse Program (RDAP). Interns will initially observe drug treatment staff with various groups and classes, and they are later expected to actively co-facilitate the drug treatment groups. Interns are expected to learn and sharpen their DSM-V diagnostic skills for various addiction-related diagnoses when conduct qualification interviews for RDAP. The rotation will also include learning about the BOP's structure of Drug Abuse Programs and interns are expected to be familiar with policy statements regarding drug treatment in the BOP. Finally, interns will evidence advanced skill in motivational interviewing techniques and rational self-analysis (empirically supported treatment models for BOP drug programming). Dr. Park provides supervision for the Drug Abuse Program rotation.

Required training activities for this rotation are:

- 1.) Use the DSM-5 to sharpen diagnostic skills for various addiction-related diagnoses.
- 2.) Conduct at least one drug abuse program qualification interviews for residential drug abuse programming within the BOP.
- 3.) Understand and use BOP structure and policies for drug abuse programming.
- 4.) Practice motivational interviewing and cognitive behavioral techniques with an incarcerated population of inmates who have a history of substance addiction in a group setting.

### **Forensic Evaluation Services**

Forensic Evaluation Services at FMC Devens is comprised of three primary components. First, this institution is a forensic study site for federal courts. As a result, we receive referrals from all parts of the United States to perform evaluations of insanity, trial competency, risk of dangerousness, and sentencing issues. Secondly, we recently instituted a competency restoration program in which pretrial detainees who have been judged incompetent to stand trial are hospitalized at FMC Devens for treatment for restoration to competency. Finally, Forensic Evaluation Services oversees the institution's Risk Assessment Panel. The Risk Assessment Panel reviews mentally ill patients who have been committed as a result of dangerousness to determine their appropriateness for release. In addition, the Risk Assessment Panel reviews all convicted mentally ill inmates designated to FMC Devens prior to their release for potential civil commitment due to mental illness and dangerousness.

Interns who select this rotation as a full-time option participate in all three aspects the forensic evaluation program. Interns learn about the court-ordered evaluation process by conducting interviews with defendants under supervision, gathering collateral information, and conducting psychological testing. Interns have the opportunity to learn about and use specialized forensic measures such as malingering tests and competency assessment instruments. Interns gradually assume a more active role in the evaluation process and have the opportunity to co-write forensic reports with their supervisors. Because forensic clinicians often testify from the institution via videoconference connections with various federal courts, interns may have the opportunity to observe expert testimony. They may also accompany one of the forensic examiners to one of the

nearby federal district courts to observe live testimony. As co-signers of the forensic reports, interns are also subject to subpoena and may have the opportunity to testify in court. After completing the Forensic Evaluation rotation, each intern has the opportunity to testify as an expert witness in a “mock trial” exercise as part of the didactic series. Full-time interns in this rotation will also participate in the competency restoration program and will present cases to the Risk Assessment Panel as well as co-authoring risk assessment panel reports for the courts.

Interns who select this rotation as a half-time option will be involved in the competency restoration program and the Risk Assessment Panel.

Dr. Channell is typically the supervisor for the Forensic Evaluation rotation.

Required training activities for this rotation are:

- 1.) Become familiar with federal legal standards and statutes referencing the referral question.
- 2.) Become familiar with BOP policies and procedures for forensic evaluation services.
- 3.) Become familiar with administration and scoring of several psychological tests.
- 4.) Complete at least three forensic reports, which could include U.S.C. 4241, 4242, 4243, 4244, or 4246 evaluations.
- 5.) The intern will be responsible for coordinating psychological testing as directed by the primary supervisor.
- 6.) The intern will be expected to complete assigned readings designated by the primary supervisor.
- 7.) Prior to the conclusion of the internship year, the intern will participate as an expert witness in a mock trial. Testimony will be provided in relation to a report completed by the intern during the forensic rotation.
- 8.) The intern may have an opportunity to accompany a forensic psychologist to court to observe the psychologist in the role of expert witness.
- 9.) Since interns co-sign forensic evaluations, they can be subject to subpoena to provide testimony in federal court.

### **General Population: Treatment & Assessment**

At FMC Devens, most inmates live within the general population (i.e., in general housing units and not treatment units). Although the general population inmates typically do not suffer from debilitating mental health problems, some may be diagnosed with Axis I and/or Axis II disorders and others may seek psychological assistance to deal with adjustment issues, family problems, or crises.

In the interest of training interns to provide psychological services in a number of different correctional environments beyond special needs correctional populations (i.e., sex offenders, inmates with severe and persistent mental illness, the substance dependent population, etc.), interns master a variety of skills regarding general population inmates. This work also creates an opportunity to learn BOP-wide policy as it applies to psychologists. Throughout the entire year, interns rotate who is “on call,” meaning there is one intern each week who—during regular business hours only—responds to requests for psychology services. These opportunities often

include, but are not limited to: screenings (intakes, protective custody, hunger strike, etc.), crisis intervention, suicide risk assessment, mental health triage appointments, completing rounds in segregated housing, attending various meetings, and grief counseling. Interns also provide psychoeducational material at inmate health fairs and often are asked to be guest speakers in other health-related classes offered at the institution.

In addition, interns carry a long-term individual therapy caseload throughout the year. Typically this caseload is comprised of three inmates from the general population or mental health units. Also, interns carry a caseload of inmates classified as Mental Health Care Level 2. Inmates in this grouping may have a history of recent psychiatric inpatient hospitalization, suicide attempt(s), and/or are prescribed many psychotropic medications. Interns lead a monthly group for their caseload. This is an opportunity for interns to be relatively creative, presenting on a series of psychoeducational topics such as sleep hygiene, emotional self-regulation, self-care, discussing obstacles to seeking mental health services or taking medication, managing mental illness in a correctional setting, and so on.

Exposure to general population inmates occurs in a sequential and graded manner. For example, interns initially observe supervisors conduct intake interviews and consult with Unit Team and other staff. Next, interns perform these tasks in the presence of supervisory staff who are able to evaluate interns' performance of these tasks and provide feedback. After interns demonstrate an ability to successfully conduct an intake screening interview, they engage in these activities independently. Specifically, by the end of this yearlong experience with general population inmates, interns should be able to employ various empirically-supported theoretical orientations based on each inmate's individual needs, triage mental health needs effectively, conduct thorough and well-reasoned suicide risk assessments, comfortably consult with a variety of different staff members from other disciplines including custody staff, and accurately document these clinical activities. The Internship Program Coordinator typically provides supervision for these training opportunities.

Required training activities for this rotation are:

- 1.) Become familiar with BOP policies and procedures on intake screenings, the Prison Rape Elimination Act (PREA), suicide watch, Special Housing Unit (SHU) protocol, the Inmate Skills Development System (ISDS), mental health care levels (MHCL), confrontation avoidance, protective custody, and hunger strikes.
- 2.) Carry a caseload of three to four regular, long-term therapy clients. This involves conducting an initial history (obtain biopsychosocial history at beginning of course of individual therapy), developing an empirically-supported treatment plan, providing empirically-supported therapy, regularly updating the treatment plan, and ethical termination of therapy.
- 3.) Provide weekly supervised supervision (e.g., individual supervision that is monitored by a licensed psychologist) to a practicum student.
- 4.) Provide monthly psychoeducational group/mental wellness check to inmates with a history of mild to moderate mental illness.
- 5.) Conduct and write five suicide risk assessments using empirically-supported methods.
- 6.) Manage two inmates on suicide watch from beginning to end of watch.

- 7.) In accordance with BOP policy, respond to two inmates who have reported having been sexually abused while incarcerated.
- 8.) Manage an inmate crisis on three occasions.
- 9.) Attend the monthly Health Services Meeting, the biweekly Department Head Meeting, the weekly Special Housing Unit (SHU) meeting, and the Warden's weekly close-out meeting at least once each.
- 10.) Perform mental wellness checks for inmates in SHU twice.
- 11.) Attend inmate meal to answer inmate questions about Psychology Services on five occasions.
- 12.) Attend Suicide Watch Companion (a BOP-specific inmate job in which inmates provide 24-hour visual surveillance for other inmates on suicide watch) training conducted by a psychologist on one occasion.
- 13.) Attend an inmate orientation in which a psychologist describes psychological services available at this institution on one occasion.
- 14.) Provide a psychoeducational class or information session to inmates on one occasion.
- 15.) Provide a relevant psychoeducational training to institutional staff on one occasion.
- 16.) Complete at least five intake screenings.
- 17.) Learn how to refer an inmate to the Psychiatry Department for a psychotropic medication evaluation.
- 18.) Provide consultation skills to case managers, updating case managers about inmate progress and program compliance.

### **Sex Offender Treatment & Management**

In March 2004, FMC Devens implemented the Sex Offender Management Program (SOMP). The SOMP at FMC Devens was the first program of its kind in the Bureau of Prisons and serves as the model for sex offender management services throughout the BOP. The SOMP is a mandatory program assignment for approximately 300 sex offenders at FMC Devens. The SOTP-R, an intensive residential treatment program for approximately 112 sex offenders, was established at FMC Devens in August 2007. This voluntary program employs a wide range of cognitive-behavioral and relapse prevention techniques to treat and manage sexual offenders in the context of a modified therapeutic community. The primary goal of both the SOTP-R and the SOMP is to help offenders manage their sexual deviance in order to reduce recidivism. The programs adhere to the notion that, while there is probably no permanent cure for paraphilic disorders, criminal sexual behavior can be effectively managed in most cases through competent treatment and intensive supervision.

Full-time interns on this rotation participate in all aspects of the SOTP-R and SOMP. Half-time interns on this rotation will primarily learn about and develop skills relevant to the SOMP (e.g., intakes, sex offender-specific risk assessment, intervening when an inmate has sexually inappropriate materials, etc.). SOTP-R learning opportunities, for full-time interns on this rotation, include: psychosexual and sex offender risk assessments, clinical management of a caseload of inmates (e.g., make appropriate treatment and supervision recommendations, monitor the inmate's exposure to sexual risk factors and adherence to institutional rules), and active involvement in various available treatment services (e.g., group therapy, psychoeducation). The rotation provides the intern with a unique training opportunity to develop specialized diagnostic,

assessment, intervention, and consultation skills with a diverse population of sex offenders. Supervision in this area can be provided by Drs. Loding or Wartenberg.

Required training activities for this rotation are:

- 1.) Conduct at least one thorough psychosexual evaluation clinical interview and then complete the comprehensive psychosexual report.
- 2.) Accurately diagnose paraphilic disorders using the DSM-5.
- 3.) Accurately score and interpret sex offender-specific risk assessments.
- 4.) Use and interpret sex offender specific measures.
- 5.) Identify risk-relevant materials for individual sex offender caseload.
- 6.) Become familiar with sex offender-specific process groups and psychoeducational groups.
- 7.) Recognize and demonstrate sex offender-specific and sex offender-appropriate interventions.
- 8.) Understand and use BOP structure and policies for sex offender programming.

### **Treatment and Management of Severe & Persistent Mental Illness**

In this rotation, interns work with sentenced and civilly committed inmates who have been diagnosed with severe and persistent mental illness and who are residing in both the inpatient and outpatient wings of the Mental Health Unit. Interns assigned to this rotation also attend weekly multidisciplinary treatment team meetings, carry an individual therapy caseload, provide crisis intervention services, and complete evaluations on inmates referred by members of the treatment team. The intern has the opportunity to perform diagnostic interviews and conduct psychological testing for those inmates who are transferred to FMC Devens for stabilization and treatment.

Our interns initially observe supervisory staff consult with fellow staff members, conduct rounds, perform intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff. After observing, receiving live supervision, and demonstrating appropriate ability in assessing inmates' mental status and in conducting intakes and rounds, interns are able to engage in these activities without live supervision. Interns do continue to receive live supervision while consulting with fellow staff members and providing crisis intervention services, as supervisory staff generally remain present during these activities throughout the rotation. Dr. Olden is the supervisor for the Mental Health rotation.

Required training activities for this rotation are:

- 1.) Understand and use BOP structure and policies for management and treatment of inmates with mental illnesses.
- 2.) Complete at least one intake interview and intake report for an inmate with a severe and persistent mental illness.
- 3.) Conduct and write at least one mental status exam on an inmate with impaired mental status.
- 4.) Conduct at least one diagnostic interview and arrive at an accurate DSM-5 diagnostic profile (particularly with regard to psychotic, mood, and personality disorders).

- 5.) Provide at least one crisis intervention during a mild to moderate inmate crisis.
- 6.) Complete at least one suicide risk assessment per BOP “good practice” standards.
- 7.) Use an evidence-based treatment modality for groups, develop that modality into a group format, and independently facilitate a group.

***Didactic Seminars.*** Psychologists in the department provide training in weekly didactic seminars. Additionally, psychiatrists from the institution and psychologists from the community may be invited to participate in the didactic series. We offer two weekly didactics (90 minutes each) for all trainees and mental health staff.

The Wednesday didactic topic alternates every other week between mental health case law and the treatment and management of sex offenders. Each intern, while completing the forensic rotation, participates in a mock trial, acting as expert witness for a forensic study case which he or she has co-authored during the rotation.

The other weekly didactic, which meets Friday afternoons, focuses on broad topics pertaining to correctional and clinical psychology. Sample topics include treatment and assessment of personality disorders, clinical supervision, vicarious traumatization, suicide risk assessment, and treatment considerations for diverse populations. Interns are required to complete at least one clinical case presentation on a long-term individual therapy case and, later in the year, present a clinical case in which the intern demonstrates multicultural competency.

Interns may also attend seminars in the local area, including Boston, as part of the didactic training component. Interns may also attend Psychiatry Grand Rounds at the University of Massachusetts Medical School in Worcester. Interns have sometimes been able to attend one local workshop of their choice funded entirely by the Psychology Department.

***Other Training Activities.*** Although Health Psychology is not a formal rotation, interns do have the opportunity to work with inmates from the inpatient and outpatient medical populations. These inmates include individuals who are undergoing kidney dialysis, have significant physical limitations (e.g., require the use of a wheelchair), are HIV positive, or have some other chronic medical problem. Interns may provide individual psychotherapy or crisis intervention to these patients. Interns may also have the opportunity to participate in assessments of candidates for organ transplantation.

Our interns gain supervision experience by supervising a practicum student on a limited number of therapy or assessment cases. Interns may also collaborate in conducting group supervision with all the practicum students. This training experience lasts throughout the practicum student’s time here (usually September through May). As with other training experiences, supervision responsibilities increase gradually. For instance, interns may initially supervise a student on one individual therapy case and eventually supervise on several cases and co-facilitate therapy groups with their practicum student “supervisee.” Supervision by interns is supervised by the Internship Program Coordinator.

In previous years, interns have also been afforded the opportunity to tour other state and federal correctional and mental health facilities. Interns have also been invited to participate in training

activities with the institution's Crisis Support Team and Hostage Negotiation Team, including serving as role players during large-scale crisis negotiation exercises. Interns may assist in psychology program evaluation by participating in audit reviews of departmental adherence to regulatory and professional standards of practice. Interns also present on psychological topics to staff members at various staff meetings. Finally, interns assist in selection of new interns, by reviewing application data, interviewing prospective candidates, and sharing their impressions with supervisory staff.

***Orientation and Supervision.*** At the beginning of the training year, interns attend two weeks of Institution Familiarization, which serves as an orientation to the federal correctional system and the broader correctional environment for all new staff. The Psychology Department also conducts three days of orientation for interns, with the goal of assisting with adjustment and learning procedural components of the Psychology Services Department and the internship's organization and structure.

At the beginning of the training year, rotation supervisors and interns discuss particular goals interns have related to their rotation. Every effort is made to provide training experiences and relevant supervision to interns to help them achieve their desired goals and improve upon targeted areas. At the end of the department orientation, interns meet with the Internship Program Coordinator to plan which rotations will be full-time, which will be part-time, and the order in which each intern will complete each rotation. With only the rarest of exceptions, interns have been able to design their rotation schedule to meet their training interests and needs.

Providing high-quality supervision to interns is of the highest priority. Interns are provided with a minimum of two hours of individual supervision each week by a licensed psychologist. Additionally, interns participate in two hours of group supervision per week with the Internship Program Coordinator. This involves discussion of issues related to interns' adjustment to corrections, a case conference format in which interns present cases for review and discussion, and live peer supervision. Individual supervision is tailored to the needs of each person and can include review of written notes and reports, discussion of therapy cases, review of taped sessions, and live supervision of sessions through a one-way mirror.

***Research Activities.*** Interns who follow proper IRB procedures may be able to invite inmates to participate in research projects as subjects.

***Intern Evaluation.*** Formal evaluation of each intern's performance occurs three times each year, at the end of each rotation. Interns are evaluated using a tool common to all Bureau of Prisons internship training sites called the Psychology Internship Competency Outcomes form. This evaluation measures intern progress with regard to following objectives: Assessment and Diagnosis, Effective Intervention, Interdisciplinary Communication and Consultation, Ethics and Professional Development, Scholarly Inquiry, Cultural Sensitivity, and Management and Administration of Psychological Services. Supervisors complete the evaluation form and share the results with the intern. After all evaluations are submitted to the IPC at the end of each rotation period, a copy of these evaluations and a summative cover letter are submitted to the intern's sending institution for review. At the end of the training year, the IPC sends the sending institution a letter indicating the intern has completed the requirements of this internship.

***Program Requirements for Completion.*** Interns must complete a minimum of 1,792 training hours at FMC Devens (up to 2,000 hours are possible if no leave is taken). Interns must satisfactorily complete all rotation-specific training activities listed in the rotation descriptions above. Finally, interns must achieve a combined rating above “3” on their final Psychology Internship Competency Outcomes evaluation forms for each identified competency at the end of the internship year.

***Program Evaluation.*** Interns also evaluate the internship program and supervisors after each rotation and at the end of the training year and have an opportunity to discuss their comments and ratings with the Internship Program Coordinator. All of this feedback is shared anonymously and strongly considered when making adjustments to the training program.

## **BENEFITS AND EMPLOYMENT OPPORTUNITIES**

***Salary and Benefits.*** Benefits for the internship include an annual stipend of \$53,599. Each intern accumulates four hours of vacation time (“annual leave;” translates into 13 days of leave earned over the course of the year) and four hours of sick leave every two weeks as well as paid leave for 10 federal holidays. Interns may request administrative leave for dissertation defense dates.

***Employment Opportunities.*** The internship program in the BOP has produced many individuals who now hold psychologist or administrative positions in the system. In fact, many of our psychology staff began their BOP careers as interns at other sites. Recently, it was estimated that over seventy percent of psychologists working in the BOP completed their predoctoral internship at a BOP site. It is very common, although not guaranteed, for individuals who complete a predoctoral internship or a postdoctoral fellowship in the BOP to move directly into a Staff Psychologist position.

Opportunities for advancement of psychologists in the BOP are extensive. Since the federal inmate population continues to grow, and since there is currently an emphasis on successful re-entry for inmates, several new treatment programs, particularly drug abuse programs, are opened each year. This necessitates the hiring of many psychologists as well as the promotion of psychologists to positions of increasing responsibility. In addition to advancement within Psychology Services, psychologists have advanced to the ranks of institution administration and beyond. Several BOP Wardens are former BOP psychologists. The former Director of the Bureau of Prisons, Dr. Kathleen Hawk-Sawyer, was a psychology intern and psychologist in the BOP.

Psychology staff members at FMC Devens feel strongly about assisting interns in subsequent job placement. During the internship year, interns will have access to job openings within the BOP as well as information about how to apply for positions. The Psychology Department can also assist interns in making connections with Chief Psychologists from other institutions who are hiring new staff members. In addition, FMC Devens currently has two postdoctoral fellowship positions for which graduating interns may be eligible to apply.

The BOP is an equal employment opportunity employer. All applicants are considered without regard to race, religion, color, national origin, sex, status as a parent, political affiliation, age (with authorized exceptions) or any other non-merit factor. All BOP positions are classified as “sensitive.” Applicants must be United States citizens and must successfully complete a security clearance procedure that includes personnel interviews, a background investigation, a physical examination, and urinalysis drug screen. Offers are contingent on security clearance, and prospective candidates may be asked to complete this portion of the interview process prior to the Association of Psychology Postdoctoral and Internship Centers (APPIC) match date. In accordance with PL100-238, applicants for regular staff positions must be under the age of 37 (with waiver to 39 possible) at the time of initial appointment. While this age requirement does not apply to interns, anyone who pursues a regular BOP staff appointment must meet the age requirements. Successful completion of the internship does not guarantee employment by the BOP.

## LOCAL AREA

FMC Devens is located on the grounds of Fort Devens, a decommissioned U.S. Army base. The facility is located approximately 35 miles west of Boston, New England's largest and best-known city. Boston, which can be reached by car or train from the Devens area, represents all of what big-city life has to offer. Boston and adjoining Cambridge house some of the finest colleges and universities in the world, including Harvard University, Massachusetts Institute of Technology (MIT), Boston College, Boston University, Northeastern University, and Tufts University. There are many fine restaurants in Boston, with a particular emphasis on Italian dining in the North End of the city and many great seafood restaurants. There are a great many entertainment options in Boston, including high-quality live theater, the world-famous Boston Pops orchestra, and the Boston Symphony. Shopping is certainly ample, with well-known shopping areas such as Faneuil Hall and Newbury Street. For sports enthusiasts, college and professional sporting events are in great abundance, with the Red Sox, Celtics, and Bruins playing in Boston and the Patriots playing in nearby Foxboro. Boston also features several impressive museums such as the Museum of Fine Arts, the Museum of Science, and the New England Aquarium.

As America's oldest major city and site of many important events in the formation of this nation, Boston offers many interesting and famous tourist sites. Included in this list are the Old North Church, where Paul Revere began his famous ride, the site of the Battle of Bunker Hill, and the site of the Boston Massacre. All of these places are on the Freedom Trail, a walking trail through the city that highlights these and other historic locations. Closer to FMC Devens are Lexington and Concord, where the first battles of the American Revolution took place, and Walden Pond, made famous by Henry David Thoreau. Also, less than two hours from the institution are Salem, site of the famous witch trials of the 1600s, and Plymouth, where the Pilgrims established their first permanent settlement.

Worcester, the second-largest city in Massachusetts, is 26 miles south of the institution. It is the home of many fine institutions of higher learning such as Clark University, College of the Holy Cross, and the University of Massachusetts Medical School. Worcester also offers many fine dining and entertainment options. Other well-known New England cities, such as Portsmouth, New Hampshire, and Providence, Rhode Island, can be reached in little over an hour from FMC Devens, and offer much in the way of tourism, history, dining, and entertainment.

Many great recreational options are available in New England. For beach lovers, the shore is only an hour from the institution and Cape Cod is only two hours away. In addition, both Martha's Vineyard and Nantucket can be reached by ferry from Cape Cod. The White Mountains of New Hampshire, including Mount Washington, site of the strongest recorded wind in world history, and Mount Monadnock, the most frequently-climbed mountain in North America, can be reached by car in two hours. Many outstanding skiing areas exist in northern New England, especially in Vermont, and most are within a three-hour drive. Many vacationers in search of a relaxing experience gravitate toward the Berkshire Mountains in western Massachusetts, coastal Maine, and many areas of Vermont and New Hampshire.

## APPLICATION PROCEDURES

The predoctoral internship program at FMC Devens is open to doctoral students in Clinical and Counseling Psychology programs who are citizens of the United States. Applicants **must** be from an APA-accredited program. **We do not accept applicants from non-accredited programs.** At a minimum, applicants must have completed **three years of doctoral training, 500 intervention hours, and 100 assessment hours.**

All application materials must be submitted through the AAPI Online service, which can be accessed at [www.appic.org](http://www.appic.org), by clicking on the link for “AAPI Online.” In addition to the AAPI Online, our site requires that you upload a sanitized assessment report as part of your electronic application. Your AAPI Online application must also include three letters of recommendation. Applicants applying for the 2013-2014 internship year must submit all application materials to our site through the AAPI Online service by **11:59 PM on November 1, 2013.**

The BOP is an equal employment opportunity employer. All applicants are considered without regard to race, religion, color, national origin, sex, status as a parent, political affiliation, age (with authorized exceptions) or any other non-merit factor. The application of female and minority students is especially encouraged. Because the internship position (like all BOP employment positions) is considered a “sensitive” government position, applicants must take part in a security clearance process that includes a background investigation, physical, and drug screening. The preliminary background investigation occurs prior to the APPIC Match (often on interview day or prior), and the physical and drug screening take place after the applicant is matched to the program but prior to the beginning of the internship year. Successful completion of this process is a necessary prerequisite for employment as a BOP intern. The security clearance process can be completed at this institution or at any other BOP facility.

**Internship position offers are contingent on security clearance.** In accordance with PL100-238, applicants for regular staff positions must be under the age of 37 (with waiver to 39 possible) at the time of initial appointment. While this age requirement does not apply to interns, anyone who pursues a regular BOP staff appointment must meet the age requirements. Successful completion of the internship does not guarantee employment by the BOP.

After a review of all applications, applicants who receive the highest scores on our application review forms will be invited for an in-person interview. Although telephone interviews will be granted, in-person interviews are preferred. Once invited to interview, applicants are asked to fill out an NCIC form and a form agreeing to a credit check.

On interview day, the Internship Program Coordinator will meet you in the front lobby of the institution and escort you into the prison to the Psychology Services Department. You will then be interviewed by a number of different psychologists from the various areas of the department. Typically, the interview day ends at 2:00 PM.

Intern positions will then be filled through the APPIC Match, and results will be communicated to both students and training sites on Match Day. This internship site agrees to abide by the APPIC Policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.